IN THE UNITED STATES DISTRICT COURT

FOR THE EASTERN DISTRICT OF PENNSYLVANIA

DAWN KENNEDY, ET AL. : CIVIL ACTION

:

VS.

:

CITY OF PHILADELPHIA : NO: 20-0395

Philadelphia, Pennsylvania Wednesday, April 29, 2020

ORAL DEPOSITION of DAWN KENNEDY, taken pursuant to notice, via Video Conference held in the home of Dawn Kennedy, 1401 Yerkes Street, Philadelphia, Pennsylvania 19150 commencing at 10:00 a.m., before Angela M. King, RPR, Court Reporter - Notary Public there being present.

STREHLOW & ASSOCIATES
FULL SERVICE COURT REPORTING AGENCY
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STREHLOW & ASSOCIATES, INC. (215) 504-4622

Page 2	Page 4
Page 2 1	THE STENOGRAPHER: It is hereby stipulated and agreed by and between counsel for all parties present, that pursuant to 231 Pa. Code § 4002 this deposition is being conducted by video conference, that the court reporter, all counsel, and the witness are all in separate remote locations and participating via video conference(Zoom) meeting under the control of Strehlow & Associates Court Reporting Service, that the officer administering the oath to the witness need not be in the place of the deposition and the witness shall be sworn in remotely by the court reporter after confirming the witnesses identity; that this video conference will not be recorded unless previously noticed as a videotaped deposition, and that any recording without the express written consent of all parties shall be considered unauthorized, in violation of law and shall not be used for any purpose in this litigation or
1 INDEX 2 3 WITNESS PAGE 4 DAWN KENNEDY(Sworn) (via Video Conference) 5 5 6 EXAMINATION 7 BY: MS. ALLEN 5,89 8 BY: MR. BERLIN 85 9 10 11 EX HIBITS 12 NUMBER DESCRIPTION PAGE 13 1 PRESCREENING TEST PAPERWORK 39 14 2 DIRECTIVE 6.5 49 15 3 NOTICE OF TEST RESULTS 60 16 4 ORDER TO REPORT TO EMS 62 17 5 INTERNAL AFFAIRS INTERVIEW 62 18 19 20 21 22 23 24	1 otherwise. 2 It is further stipulated that 3 exhibits may be marked by the attorney 4 presenting the exhibit to the witness, and 5 that a copy of any exhibit presented to a 6 witness shall be emailed to or otherwise in 7 possession of all counsel prior to any 8 questioning of a witness regarding the 9 exhibit in question. 10 All parties shall bear their own 11 costs in the conduct of this deposition by 12 video conference. 13 14 (It is agreed by and between 15 counsel, that reading, signing, sealing, filing 16 and certification are hereby waived and all 17 objections, except as to form of the questions, 18 are reserved until the time of trial.) 19 20 DAWN KENNEDY, having been duly 21 sworn, was examined and testified as follows: 22 23 EXAMINATION 24

2 (Pages 2 to 5)

	Page 6		Page 8
1			
1	BY MS. ALLEN:	1	break for any reason go to the bathroom,
2	Q. Good morning, Ms. Kennedy.	2	something like that just let us know. The only
3	A. Good morning.	3	instruction with that is to answer the question
4	Q. My name is Tiffany Allen. I represent the	4	that was asked so we can have, again, a clear
5	City of Philadelphia in this matter.	5 6	record. And then you can take that break and come
6 7	Can you, please, state your full name for the record?	7	back, and we can resume the questioning.
8	A. Dawn Monique Kennedy.	8	Is that fair?
9	Q. And are you known by any other aliases or	9	A. That's fine, yes.
10	other names?	10	Q. And most importantly, although this deposition is not taking place in the office or we are over
11	A. Dawn Monique Benton and Dawn Monique Briddell.	11	
12	That is my maiden name.	12	Zoom, you are still under oath. And that oath has
13	Q. Briddell?	13	the same meaning and effect as if we were in a courtroom.
14	A. Yes. That's my maiden name.	14	A. Okay.
15	Q. Can you spell that for the record, please?	15	Q. Do you have are you having any problems
16	A. B B as in boy, r-i-d-d-e-l-l.	16	with your memory today that will prevent you from
17	Q. And what is your current marital status?	17	answering accurately or understanding the
18	A. Single.	18	questions that will be asked?
19	Q. So as you know, I am here to ask you a series	19	A. No.
20	of questions relevant to your case. If there is	20	Q. One of the other most important instructions
21	any question that I ask you today that you do not	21	is, please, do not guess. No one here wants you
22	fully understand, please, just let me know. And I	22	to guess an answer. It's perfectly fine for you
23	can do my best to rephrase the question or clarify	23	to say "I don't remember, I don't recall." But if
24	it so that we are on the same page, okay?	24	you give me an answer, I'm going to assume that
			, c c
	Page 7		Page 9
1	A. Okay.	1	it's an accurate answer and not a guess. So, I
2	Q. Okay. If you answer a question, I'm going to	2	would rather you say you don't remember something
3	assume that you understood the question and that	3	then to just say an answer and it be a guess.
4	you are answering it accordingly. So, it's really	4	You understand that?
5	important that you tell me that you don't	5	A. Yes, I do.
6	understand something that I am asking you.	6	Q. Okay. And also lastly, if you ever need to
7	A. Okay.	7	change an answer or if you remember or you want to
8	Q. As you see, Ms. King is here, and she is	8	clarify an answer, just let me know, oh, I am
9	transcribing everything that is being said today.	9	going back. I want to rephrase or clarify this
10	So, it's really important that we both speak	10 11	answer.
11	clearly, speak loudly. I know on this video	12	And also, I ask that you do not that you
12 13	conference platform, we can kind of go in and out.	13	if you don't know an exact time frame, it's okay
14	So, there may be times where Ms. King will ask you to repeat something. That's just so we can have a	14	to approximate or guess I mean, approximate or estimate. I'm sorry.
15	clear record.	15	A. Okay.
16	A. Okay.	16	Q. Going too fast. Just let me know. Oh, I
17	Q. Also, because the record is written, it's	17	approximate it was around this time. It was maybe
18	typed, anything like a gesture, nods of the head	18	in March or maybe in April if you don't know the
19	or sounds like uh-uh or uh-huh, they will not come	19	exact date.
20	across clearly on the record. So, I need verbal	20	A. All right.
	answers, yes or no.	21	Q. Have you ever been deposed before?
21			
21 22	A. Okay.	22	A. Have I ever been what?
	•	23	A. Have I ever been what? Q. Deposed before.
22	A. Okay.		

3 (Pages 6 to 9)

	Page 10		Dog 12
	Page 10		Page 12
1	A. No.	1	Does that sound right to you?
2	Q. And did you prepare for today's deposition?	2	A. Yes.
3	A. Did I prepare for it?	3	Q. Is there anyone else besides your son Darrien
4	Q. Meaning, did you review any documents?	4	and his wife?
5	A. I talked to my lawyer about it. But, yeah, I	5	A. No. No one else.
6	went over some dates.	6	Q. I noticed that in your Answers to
7	Can you hear me?	7	Interrogatories, you mentioned or you name
8 9	Q. Yes, I can hear you. Your video froze, but we	8 9	Danielle Austin. Who is that?
10	can hear you. A. Okay.	10	
11	Q. And do you have any of those documents with	11	A. She was a sergeant, one of my sergeants. Q. At which district?
12	you now?	12	A. Thirty-fifth. And we worked we worked
13	A. Yes.	13	Three Squad.
14	Q. Okay. If those documents are anything that	14	Q. And what's the Three Squad?
15	were not previously produced to your attorney or	15	A. That's midnight-to-eight shift.
16	produced to me, I would just ask you send a copy	16	Q. And does she know about the claims in this
17	to your attorney so he can give them to me.	17	case?
18	A. Okay.	18	A. She knows well, she knows about the
19	Q. Other than discussions with your attorney, did	19	harassment.
20	you speak about this case with anyone else?	20	Q. Okay.
21	A. Family members.	21	A. Yeah, prior to the case.
22	Q. Do you expect any of those family members to	22	Q. And we will get to that a little bit later.
23	be called as witnesses?	23	So she would do you expect her to testify
24	A. Possibly my son because he was there on the	24	as to any of the claims specific in this case?
	Page 11		Page 13
1	initial interaction with the Police Department	1	A. Yes.
2	when it all started.	2	Q. What did you discuss with Danielle Austin?
3	Q. What is your son's name?	3	A. I guess, while we were at work several
4	A. Darrien. It's D-a-r-r-i-e-n Kennedy.	4	occasions, I did go to her about harassment that I
5	Q. And how old is Darrien?	5	was receiving because she was a supervisor.
6	A. Twenty-nine.	6	So if my supervisor wasn't available, I would
7	Q. Anyone else?	7	speak to her.
8	A. Lashay Kennedy. She was also at the home, as	8	Q. And what was the harassment?
9	well.	9	A. I would say the it was always, like,
10	Q. And who is	10	conversations around me, sexual conversations. I
11	A. That's she's his wife, my daughter-in-law.	11	would get details that the men wouldn't get one
12	Q. Okay. And when you say they were present when	12	occasion, I did a car stop. I was working solo.
13 14	everything happened with the Police Department,	13 14	I was working by myself, and I did a car stop.
15	what day or date are you talking about? A. Talking about March. Not sure the exact date,	15	And came over the air for backup and nobody responded. And so, another supervisor had to come
16	but it was March. They came to the to my home.	16	over and have somebody try to back me up.
17	I was staying with my son and his wife at the	17	And that's when you know, that was part of
18	time. And that's when they came to the house with	18	the harassment, just leaving me out there by
19	the you know, to take my gun and everything.	19	myself in. This was all after the complaint that
20	Q. Is that the day are you talking about the	20	I put in. All of this transpired after the
21	day that you were told about the test results?	21	complaint.
22	A. Yes.	22	Q. When did you put in the complaint?
23	Q. I have in my record that's around March 26 of	23	A. Now, I can't remember the exact date.
24	2019.	24	Q. Do you remember the year?
2 1			- · · · · · · · · · · · · · · · · · · ·

4 (Pages 10 to 13)

	Page 14		Page 16
1	A. It was the end part of 2018. I would say	1	A. Yes.
2	around October or November.	2	Q. Okay. Did anything else happen after this
3	Q. And who did you submit that complaint to?	3	2018 complaint?
4	A. To it had to go through the chain of	4	A. The night of the complaint, I was working with
5	command, so I submitted the complaint to my	5	a partner this particular night. My partner, his
6	Sergeant.	6	name is Lanell Jackson. Him and I were working
7	Q. Who was your Sergeant?	7	together, and there was a shooting in our
8	A. It was Sergeant Shaun Butts and that's with	8	District. And him and I responded. He was the
9	two T's and my Lieutenant Dougherty.	9	driver and I was the recorder.
10	Q. Do you know if this complaint ever made it to	10	So when we got to the location of the
11	Internal Affairs?	11	incident, there was several other officers on the
12	A. I'm not sure. I don't think it did.	12	scene. So we after we were there for a few
13	Q. What was the basis of the complaint to	13	minutes, my partner and I decided to go to our
14	Sergeant Butts and Lieutenant Dougherty?	14	previous radio call, which was I think it was a
15	A. You said what was the date?	15	burglary.
16	Q. The basis.	16	And so when we left the scene, another
17	A. Oh, the basis. The basis was, I was pretty	17	Sergeant came over the air and asked and told
18	I was the only female officer that would be at	18	us to return. So, we went back to the scene. And
19	roll call on several nights. And I would be in	19	he walked over to my side of the window. I'm not
20	the room with several male officers. I would say	20	driving. I'm the passenger. And he says to us,
21	between it could be anywhere between seven to	21	do you not understand what I said to do?
22	ten, maybe more, officers. And they would usually	22	And so, we talked to him about it and
23	talk sexual content around me.	23	everything. He was very angry with us for
24	And one particular I had made complaints	24	leaving. So, he told us to sit there. So later
	Page 15		Page 17
1	about it prior to this particular night. But on	1	on after everyone left the scene, we were at one
2	this particular night, the conversation was a	2	end of the block and he was at the other end.
3	little was a lot more vulgar. So, I got tired	3	It's a one-way street. He goes over radio, and he
4	of it.	4	asks for me to come to his location.
5	I left the magnety weited for the companying at to	_	asks for the to come to his focation.
	I left the room, waited for the supervisor to	5	So, I got out the car, put my hat on and
6	come in to do the roll call. I went back in	l	
6 7		5 6 7	So, I got out the car, put my hat on and
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7 8 9	come in to do the roll call. I went back in behind him. And after roll call was over, that's	5 6 7 8 9	So, I got out the car, put my hat on and walked down the street to him. And it was well after midnight when this happened, so it was dark and it was raining. I will never forget the night. And I walked up to him with my hat on.
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5 (Pages 14 to 17)

	Page 18		Page 20
1	of his first name, but that's his last name.	1	trusted that my supervisors because they came
2	Q. You said this happened the same night that you	2	across as though they were going to help me as far
3	put the complaint in?	3	as that's concerned. Because last thing you want
4	A. Yes.	4	to do is go to work and feel intimidated by your
5	Q. Were there any witnesses to this interaction?	5	supervisors every single night.
6	A. No, just him and I on the street.	6	And that's how I felt, but nothing happened.
7	And what happened was, after we left the	7	Q. What about the Union? Did you ever go to
8	scened, after he left, you know, he left there and	8	speak with anyone at the FOP?
9	I had to stand outside and hold the scene because	9	A. Yes. I went to the FOP. And I, also, went to
10	it was shell casings. So, I had to stay. My	10	the Employee Assistance for that instance, as
11	partner was in the car at the other end of the	11	well.
12	block. I was very upset about it. I went over	12	Q. Did you receive any guidance or help at either
13	the air, and I asked to meet with my supervisor	13	the Employee Assistance or through the FOP?
14	which is (audio cuts out.)	14	A. No help through the F well, no help through
15	Q. I'm sorry. You went out.	15	the FOP. I just got counseled at the Employee
16	A. (Witness audio continues to cut in and out.)	16	Assistance. They just talked to me. It didn't go
17	Q. I'm sorry. Ms. Kennedy, you went out after	17	no further.
18	you said you asked about to talk to your	18	Q. After these incidents in 2018, did anything
19	supervisor.	19	change? Like, did it get better or worse?
20	A. Yes. Okay.	20	A. It got worse. Like I said about the you
21	So, I went over there and asked to meet with	21	know, the car stop not getting back until a
22	my supervisor, which is Sergeant Shaun Butts	22	supervisor came over. And what makes it how I
23	was my immediate supervisor. So, my partner and I	23	knew that no one wanted to respond is the fact
24	got back in the car. And I met him at the 35th	24	that we have MDTs in our car.
	Daga 10		
	Page 19		Page 21
1	District parking lot and got in his car very	1	Q. What's that?
1 2		2	
	District parking lot and got in his car very	2 3	Q. What's that?
2 3 4	District parking lot and got in his car very upset, crying and told him what happened. And he said to me that he would speak to our Lieutenant about what happened. Nothing else	2 3 4	Q. What's that? A. It's when our it's our computer that we have inside of our patrol cars where our jobs drop down 9-1-1, you know, send our jobs to our
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6 (Pages 18 to 21)

	Page 22		Page 24
1	longer than normal?	1	touching thing, I thought that, you know, they
2	A. That's when there are officers available,	2	would have taken it further because he touched me,
3	yes, that's too long. Because normally when you	3	physically squeezed my thigh twice and touched me
4	do a car stop and you're by yourself, you come	4	from behind. And I don't know the only thing
5	right over the air once you have the vehicle that	5	that they did was move me from my squad and put me
6	you stopped in a safe location.	6	into the Captain's office to try to keep him away
7	You come right over the air, you give your	7	from me. Like, they didn't move him right away.
8	location. And then radio will immediately ask for	8	So, he would still come to the Captain's
9	backup. And someone will come right over and say,	9	office just to see me back there. And to the
10	we are on our way.	10	point where they just had to wind up moving him
11	Q. I'm sorry. Did you say you were alone?	11	from the 35th District into the 39th District.
12	A. Yes.	12	That's where he went.
13	Q. Is there any reason you didn't have a partner	13	And from there, I don't know what happened
14	that night?	14	with him.
15	A. Well, our last out, which is I'm midnight	15	Q. Did you have any other issues with him after
16	to eight, we are it was a short night, I	16	he was moved to the 39th?
17	believe. But I had a specific grid that I worked	17	A. No.
18	most nights, so and that's a solo grid.	18	Q. Outside of this lawsuit that we are here for
19	Q. Where is that grid?	19	today, have you ever sued an employer for
20	A. That grid, I worked the it was 100 Linton,	20	discrimination?
21	which covered several blocks in that area. Linton	21	A. No.
22	Street was a high crime block. They had a few	22	Q. Have you personally been involved in any other
23	shootings. So, they had a vehicle that was	23	civil lawsuits as a defendant?
24	assigned to that to that what they called a	24	A. No.
	Page 23		
			Dago 25
			Page 25
1	grid every night for months. And that was my	1	Q. Have you been personally involved in any
2	grid every night for months. And that was my assignment for a lot of the nights that I worked.	2	Q. Have you been personally involved in any criminal cases as a defendant or a witness?
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	Page 26		Page 28
1	job was when I was 14. I worked for ears, nose	1	Q. Now, I understand that you resigned at some
2	and throat doctor.	2	point?
3	Q. No, you were right. I said after Phillips.	3	A. Yes.
4	A. Oh, okay. I'm sorry. Yeah. I was a	4	Q. What year was that?
5	hairstylist.	5	A. Oh, hmmm. I can't remember. Oh, wow. I know
6	Q. How long were you a hairstylist?	6	it was after 2009. I can't remember. I don't
7	A. Oh, wow. I did hair from oh, wow. Till,	7	know if it was I can't remember.
8	like, at a shop, because I still do hair?	8	Q. Okay. Why did you resign from the Department?
9	Like, I don't understand.	9	A. For pers for family issues. Personal
10	Q. Well, I was going to try I am trying to get	10	issues.
11	through your how do you get to the Department,	11	Q. Do you remember how long that resignation was
12	SO.	12	before you reapplied?
13	A. Okay. I was a hairstylist. I had I was a	13	A. It was a total of six months. That was with
14	hairstylist from, I think, until 2000.	14	the reapplying and the whole process.
15	Q. Okay.	15	Q. When you returned to the Police Department,
16	A. Because I wasn't I wasn't working in the	16	did you have to go through the Academy again?
17	salon when I went into the Police Academy.	17	A. No. I just had to, you know, requalify with
18	Q. Okay. And what year did you begin the Police	18	my service weapon.
19	Academy?	19	Q. Did you go back to the 35th District?
20	A. 2001. October 15, 2001.	20	A. Yes.
21	Q. And do you remember when you graduated from	21	Q. When you left the Department the first time
22	the Academy?	22	and hold on. I'm going through I'm looking
23	A. Yes. It was 2002.	23	through the file.
24	Q. And where were you first	24	Was that around 2011? Does that sound right?
	Page 27		Page 29
1	A T. I.1 COOOO		
_	A. It was July of 2002.	1	A. Yes. Yes.
2	A. It was July of 2002. Q. Okay. Where were you first assigned?	1 2	A. Yes. Yes.Q. Okay. When you resigned that time, did you
	A. It was July of 2002.Q. Okay. Where were you first assigned?A. 35th District.		
2	Q. Okay. Where were you first assigned?	2	Q. Okay. When you resigned that time, did you
2 3	Q. Okay. Where were you first assigned?A. 35th District.	2 3	Q. Okay. When you resigned that time, did you empty out your pension funds or your pension
2 3 4	Q. Okay. Where were you first assigned?A. 35th District.Q. And how do you remember who your	2 3 4	Q. Okay. When you resigned that time, did you empty out your pension funds or your pension account?
2 3 4 5	Q. Okay. Where were you first assigned?A. 35th District.Q. And how do you remember who your supervisors were at that time?	2 3 4 5	Q. Okay. When you resigned that time, did you empty out your pension funds or your pension account?A. I did.
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	Page 30		Page 32
1	before I resigned the first time, as well. So,	1	Q. Since your reinstatement to the Department in
2	Captain McCluskey, Sergeant it was a long time	2	2012, do you recall if you gave a hair test prior
3	ago. I can't remember who my sergeant was back	3	to 2019? So in that, I guess, six/seven year
4	then.	4	period?
5	Q. Okay. Now, when you first	5	A. Well, when I came back to the job 2012, I had
6	A. Captain	6	to submit hair at the at our city doctor, 19th
7	Q. I'm sorry.	7	and Fairmount. Had to go through the whole
8	A. Yes. Captain McCluskey was my captain, yeah.	8	process of physical and drug test. So they she
9	Q. Okay.	9	took hair and urine. And that was the last time I
10	A. Before and after I came back.	10	remember giving hair.
11	Q. When you first joined the Department in 2001,	11	Q. Okay. So, 2012 and then again for the case we
12	you were in the Academy.	12	are here for today in 2019?
13	Did you receive any EEO training?	13	A. Yes.
14	A. No, I didn't.	14	Q. Did you file an EEOC charge in this case?
15	Q. Throughout your employment with the city, have	15	That means, like, with the EEOC agency did you
16	you ever received any EEO training?	16	file a charge?
17	A. No.	17	A. I don't think so, no.
18	Q. Without receiving any EEO training, did you	18 19	Q. Well, before you how were you referred to
19	generally have an understanding about your ability	20	your attorney?
20 21	to report discrimination or retaliation? A. Yes.	21	A. I'm sorry?
22		22	Q. How were you referred to your attorney?A. Another person gave me his name, gave me the
23	Q. And how did you have that understanding?A. We would either get it was in our Directive	23	attorney's name.
24	List.	24	Q. Who was that?
24	List.	24	Q. Who was that?
	Page 31		Page 33
1		1	
1 2	Q. Now, we talked early on about the	1 2	A. Danielle Austin.
2	Q. Now, we talked early on about the discrimination and harassment that you were	2	A. Danielle Austin.Q. Does Danielle Austin also know about the hair
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	 Q. Now, we talked early on about the discrimination and harassment that you were reporting back in 2018 and also the 2014 case. Is there any other case that you reported for discrimination or harassment outside of the issues for this case regarding that drug test? A. No. Q. Okay. During your entire employment with the Police Department, how many times would you say you've been drug tested? A. At least once every year, random. Q. And with each test, did you always have to submit to a hair test? A. Not every test, no. Q. How many hair tests have you given over your employment with the city? A. I would estimate about less than less than ten. Q. So outside of the hair test that we are here for today in 2019, do you remember giving a hair test before? A. No. I don't recall giving hair for the test 	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	A. Danielle Austin. Q. Does Danielle Austin also know about the hair drug test? A. Not mine. Q. Okay. Who was your conversation with Danielle for her to refer you to your attorney's office? A. Well, I was searching for an attorney. And I reached out to her after I, you know, looked and tried to find an attorney because I knew she had an attorney. And I just called her for to ask her who was her attorney. That's how I got in contact, you know, with my attorney. Q. Okay. Was I correct that you didn't give her any details about why? A. No. No. I just asked her who her attorney was. Because I knew she was they I thought she had an attorney. That's why I asked her. Q. Okay. A. Yeah. Because I don't know too many attorneys, so. Q. The drug test that is the basis for this complaint that was on March 20 of 2019, do you

9 (Pages 30 to 33)

	Page 34		Page 36
-		_	
1	Q. And how were you notified that you were		it, just to double-check the name?
2	selected?	2	Q. Okay.
3	A. I wasn't. I came I arrived at work that	3 4	A. Okay.
4 5	night. I was working in the Operations Room that	5	(Witness goes to retrieve item.) Yes. It's called Wild Growth.
5 6	evening. I walked in. I saw Lieutenant Kay. And	6	
7	I jokingly said to him, oh, you here for me because I had just recently had one a few months	7	Q. Can you put it to the camera? A. (Witness does as requested.)
8	prior.	8	Q. A little closer. I'm sorry.
9	So, he told me yes. And that's how I found	9	A. (Witness does as requested.)
10	out.	10	Q. Okay.
11	Q. The test that you had a few months prior, was	11	A. Okay?
12	that urine?	12	Q. Yes.
13	A. It was urine, yes.	13	MR. BERLIN: And also, Tiffany,
14	Q. Was it anything else?	14	just to jump in, I have pictures of this
15	A. I don't believe they took hair. I can't	15	stuff, so I can send it to you.
16	recall.	16	MS. ALLEN: Yes. Thank you.
17	Q. So when you walked into when you saw	17	BY MS. ALLEN:
18	Lieutenant Kay, can you just go through the	18	Q. Were you can you hear me, Ms. Kennedy?
19	process of how you provide your samples?	19	A. Yes, I can hear you.
20	A. He takes me to a room, gives me paperwork and	20	Q. You froze a bit, so I was just making sure.
21	gives me, you know, the cup. Has me go down	21	A. Okay.
22	well, go to the ladies room, submit my urine. I	22	Q. Were you using any other hair products at that
23	seal it and give it back to him. I signed the	23	time?
24	papers. And he cut hair cut my hair.	24	A. No. That was the newest product that I had
	Page 35		Page 37
1	Should I explain to you about the hair, about	1	used that particular night.
2	the whole evening, what happened with the test?	2	Q. To your knowledge, does that product have any,
3	Q. Well, yeah. I'm going to go into that, yes.	3	like, CBD or hemp oils in it?
4	A. Okay. Okay.	4	A. I believe it has hemp oil.
5	Q. No problem. So when you say that he cut your	5	Q. And prior to the night of your test, how long
6	hair, do you remember what part of the body the	6	were you using that product?
7	sample came from?	7	A. Probably around maybe a week and a half to
8	A. Yes. He took it from the back of my neck, my	8	two.
9	neck area, the very bottom. But prior to him	9	Q. Okay. So after he took the sample from the
10	taking that hair, because I had my hair in crochet	10	nape of your neck, do you recall the length of the
11	braids. And I told him that I had just saturated	11	hair that was taken?
12	the back of my hair with a hair growth oil that	12	A. It was short. It was very short.
13	was using. And I offered to take out some of my	13	Q. So after you gave your samples, what happens
14 15	crochets because I know they normally take it from	14 15	next?
15 16	the center of the head. So, I offered to take some of my crochets out	16	A. I signed the papers. He put in the box, my urine. And that was it.
17	to give him access to my hair. And he told me	17	Q. Okay. I, actually, have actually, have the
18	that it wasn't necessary.	18	papers that you signed. But I'm not are you
19	Q. What kind of oil were you using?	19	able to access the Chat or any documents through
20	A. It's called Wild Growth.	20	your phone?
21	Q. I'm sorry. Can you say that again?	21	A. I don't know.
22	A. Wild Growth.	22	Q. Okay.
23	Q. Wild Growth. Okay.	23	MS. ALLEN: Brian, I am going to
24	A. Yeah. Can I just get the oil, I still have	24	send over not really sure how to do

10 (Pages 34 to 37)

	Page 38		Page 40
1	exhibits through Zoom. But I am going to	1	A. Right.
2	send over what I was going to mark as an	2	Q. Okay. Other than telling that Sergeant about
3	exhibit.	3	recently using a hair oil, did you have any other
4	MR. BERLIN: Yeah. You can just	4	concerns with the method used to take your hair?
5	email everything. It's fine.	5	A. Well, that I never had it taken from the back
6	MS. ALLEN: All right. I will	6	of my neck. I know that normally it's taken from
7	email it over.	7	the center of your head. But he took it from the
8		8	back of my neck, so I didn't that's why I
9	(At this time, the court reporter	9	offered to give him a sample from the center of my
10	explains to Counsel how to ShareScreen the	10	head.
11	Exhibits so all can see via Zoom.)	11	Q. Did you not use the oil in the center of your
12		12	head?
13	(Exhibit shared on screen.)	13	A. No, just around the perimeter of my head.
14	MS. ALLEN: Okay.	14	Q. After you gave the sample on March 20, when
15	BY MR. BERLIN:	15	was the next time you were contacted about this
16	Q. Ms. Kennedy, can you see this document?	16	drug test?
17	A. Okay, yes.	17	A. The very next week. It was on a Tuesday, I
18	Q. Okay. Is this the paperwork I'm going to	18	believe.
19 20	scroll through it slowly and ask if this is the	19	Q. Was that the day that you were informed about
21	paperwork you recall filling out? (Begins scrolling through the document.)	20 21	the positive test results?
22	A. Yes.	21	A. Yes.
23	Q. Okay. This is your signature?	23	Q. Is that the day that you were speaking about earlier when your son and his wife was present?
24	A. Yes, it is.	24	A. Yes.
	1. 105, 1015.	21	A. 105.
	Page 39		Dama 41
	1436 37		Page 41
1	Q. Okay.	1	Q. Okay. And who informed you of those results?
2	Q. Okay. MS. ALLEN: Angela and Brian[sic],	2	Q. Okay. And who informed you of those results? A. They Lieutenant Kay called me, and asked me
2 3	Q. Okay. MS. ALLEN: Angela and Brian[sic], I will have these Prescreening Documents	2 3	Q. Okay. And who informed you of those results? A. They Lieutenant Kay called me, and asked me was I home. And I told him, yes. That was,
2 3 4	Q. Okay. MS. ALLEN: Angela and Brian[sic], I will have these Prescreening Documents marked as Exhibit 1 or yeah, one.	2 3 4	Q. Okay. And who informed you of those results? A. They Lieutenant Kay called me, and asked me was I home. And I told him, yes. That was, actually, my first night back to work actually
2 3 4 5	Q. Okay. MS. ALLEN: Angela and Brian[sic], I will have these Prescreening Documents marked as Exhibit 1 or yeah, one. (At this time, Exhibit 1 was marked	2 3 4 5	Q. Okay. And who informed you of those results? A. They Lieutenant Kay called me, and asked me was I home. And I told him, yes. That was, actually, my first night back to work actually yeah. It was my first night. I had called out
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Q. Okay. MS. ALLEN: Angela and Brian[sic], I will have these Prescreening Documents marked as Exhibit 1 or yeah, one. (At this time, Exhibit 1 was marked for identification.) (At this time, a discussion was held off the record.) BY MS. ALLEN: Q. Okay. Other than telling you said it was Lieutenant Kay who took the sample, or was it someone else? A. No. Lieutenant Kay. Q. Other than A. I think it was Q. I'm sorry. What was that? A. You know, it was Sergeant I can't remember his name, though. But he usually does he usually comes to the District to do the test. I can't remember his name. It was Sergeant I	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	 Q. Okay. And who informed you of those results? A. They Lieutenant Kay called me, and asked me was I home. And I told him, yes. That was, actually, my first night back to work actually yeah. It was my first night. I had called out sick the day before, and I went in the next night. So, it was my first night back. And he told me that he was going to come to my home and talk to me about my drug test. Q. When you say that the called you, where did he call you? Was it the District or your cell phone? A. He called my cell phone. Q. Where were you living at the time? A. With my son and his wife, 3861 Frankford Avenue. Q. You said 3861? A. Yes, Frankford Avenue. Q. Do you recall the time that Lieutenant Kay came to your house? A. I would say approximately around 7:00 p.m., 8:00. Q. Was anyone with him?

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	Page 42		Page 44
1	Fairmount.	1	brought it to him and signed my papers.
2	Q. Okay. And what was your conversation with	2	He told me to show up at 19th and Fairmount.
3	Lieutenant Kay that night?	3	That was a choice if I wanted to do a
4	A. Well, when he came to the house, my son I	4	reconfirmation test. They take a \$80 money order.
5	had my son come in the kitchen we went into his	5	And so, that was oh. And he, also, told me
6	kitchen. I had my son come with me. So, the four	6	that I was going to have to show up to Internal
7	of us went into the kitchen, closed the kitchen	7	Affairs on that following Tuesday.
8	door.	8	So, I then decided to go and do exactly what,
9	And that's when he told me. He said, we are	9	you know, he said as far as a reconfirmation test
10	here because you failed your drug test. And I	10	because I knew that this couldn't be happening.
11	said my exact words to him, I said, who? Dawn	11	Like, I knew that this was a false test because
12	Kennedy? And he said, yes, your urine sample came	12	I've never smoked marijuana in my life.
13	back negative, but your hair tested positive for	13	Q. Prior to the test on March 20, 2019, do you
14	marijuana.	14	know if you could have ingested any food or candy
15	Q. And what were your thoughts at that time?	15	or anything that may have been, like, laced or
16	A. I couldn't believe it. I couldn't believe it	16	prepared with marijuana?
17	because I have never failed a drug test ever in my	17	A. No.
18	life. I have never smoked marijuana a day in my	18	Q. Do you recall in the months prior to this
19	life. I can't even stand the smell of it.	19	test, being present with other people using
20	And so, I was in disbelief.	20	marijuana?
21	Q. Do you know or do you remember if Sergeant	21	A. No.
22	Williams said anything?	22	Q. Do you recall any time in the maybe, like,
23	A. No, she didn't say anything at first.	23	three months prior being coming into contact
24	Q. Did she say something eventually?	24	with a suspect or anyone that was smoking
	Page 43		Page 45
1	A. She did.	1	marijuana?
2	Q. What did she say?	2	A. Oh, well, yes. Practically every night when I
3	A. Well, what happens after the conversation	3	came to work, you know, that was you know,
4	with after Lieutenant Kay explained to me	4	that's part of our job. We arrest people that are
5	everything that I needed to do as far as, like,	5	either selling it or smoking it.
6	doing a reconfirmation test and not to go to work	6	And so every night, I was pretty much exposed
7	that night, have to take my weapon.	7	to marijuana regardless of whether I was working
8	And after we went through all of that, my son	8	in the Operations Room because that's where
9	asked just not directly to her, but he asked	9	when the officers would arrest someone, they would
10	the question. His question was, is it possible	10	bring them in. Marijuana would they would
11 12	that my mom could have walked pass somebody that	11 12	leave it out on the counter while they were
13	was smoking marijuana and it got in her hair? And the Sergeant said to him well, said she	13	filling out paperwork.
13 14	answered the question. She said, I have never	14	So, it was always it was always present. Like our district was the district where the 14th
15	seen that happen.	15	District and the 39th District would bring their
16	Q. Okay. After this conversation with Lieutenant	16	prisoners. So, we were always a high traffic
Ŧ 0	Kay, your son and Sergeant Williams, what did they	17	district. So we housed even the 5th District,
17	ray, your son and objectiff williams, what did they		we housed all three of the other districts, their
17 18		1 7 8	
18	do next?	18 19	
18 19	do next? A. He asked me did I have my service weapon in	19	prisoners and juveniles and all of that.
18 19 20	do next? A. He asked me did I have my service weapon in the house, which I did because I was going to work	19 20	prisoners and juveniles and all of that. So, I was constantly around marijuana at work.
18 19 20 21	do next? A. He asked me did I have my service weapon in the house, which I did because I was going to work that night. And he said he needed to take it.	19 20 21	prisoners and juveniles and all of that. So, I was constantly around marijuana at work. Q. Do you recall touching the marijuana that may
18 19 20 21 22	do next? A. He asked me did I have my service weapon in the house, which I did because I was going to work that night. And he said he needed to take it. So, I went in and got my weapon. Made it safe	19 20 21 22	prisoners and juveniles and all of that. So, I was constantly around marijuana at work. Q. Do you recall touching the marijuana that may have been present at work?
18 19 20 21	do next? A. He asked me did I have my service weapon in the house, which I did because I was going to work that night. And he said he needed to take it.	19 20 21	prisoners and juveniles and all of that. So, I was constantly around marijuana at work. Q. Do you recall touching the marijuana that may

12 (Pages 42 to 45)

	Page 46		Page 48
1 1	touch the it was always in a bag, but I have	1	A. Yes, I am.
	had to touch it or an officer would either ask me	2	Q. Okay.
	to watch their prisoner, and the marijuana would	3	(Continues scrolling through document.)
	just be right there.	4	MS. ALLEN: David, are you seeing
	Q. When you I don't know what you mean by	5	this?
	"right there."	6	MR. BERLIN: Yup, I see it.
	A. When I say "right there," I mean, like, just	7	MS. ALLEN: Okay.
	laying out on the counter or, you know yeah, on	8	BY MS. ALLEN:
	the counter.	9	Q. This is a section about the reconfirmation
	Q. And would you touch it if it was on the	10	testing?
	counter?	11	A. Yes.
	A. No.	12	Q. Do you recall this?
	Q. You mentioned that you were told to go to	13	A. Yes.
	both you said Employee Medical Services?	14	Q. Okay. There is more. I don't know.
	A. Yes.	15	Do you recall if Lieutenant Kay gave you the
16	Q. And you had an appointment or would it be an	16	entire directive, or only a certain part?
	interview with Internal Affairs?	17	A. Just only it was just the I believe it
18	A. Excuse me.	18	was just the reconfirmation section.
19	Q. Was one scheduled?	19	Q. Ökay.
	A. I'm sorry?	20	A. The beginning, I think, up to the yeah, the
	Q. Was an Internal Affairs interview scheduled?	21	policy and up to the reconfirmation.
	A. For the harassment or anything? No. I	22	Q. Okay. And what instructions did he give you
23	never	23	regarding your rights to a retest?
24	Q. No. For the I'm sorry, for this. I	24	A. Okay. So the night that he came to my home,
	Page 47		Page 49
1 1	thought you said something about a scheduling and	1	he told me that I could go the next day to 19th
	interview with Internal Affairs?	2	and Fairmount to do a reconfirmation test, and
3	A. No. I went to Employee Assistance.	3	bring a \$80 money order.
	Q. Were you given any directives regarding hair	4	MS. ALLEN: And I'm sorry, Angela
	testing or the reconfirmation test?	5	and David, I will have that directive
6	A. Yes. Lieutenant Kay gave me a copy of that	6	marked as Exhibit 2.
	particular directive.	7	(At this time, Exhibit 2 was marked
8	Q. I am going to share my screen again.	8	for identification.)
9	(Exhibit shared on screen.)	9	BY MS. ALLEN:
	BY MS. ALLEN:	10	Q. Did you have the money order and do the
	Q. Can you see the document?	11	reconfirmation test?
	A. Yes.	12	A. Okay. So yes, I went and got the money order.
	Q. Is this the Directive 6.5 that you were	13	I went to 19th and Fairmount. I was there before
	referring to?	14	they opened. I got there. And the doctor that I
	A. It's kind of small on my screen. I know it's	15	was seeing was Dr. Hayes. He's the doctor there.
	there.	16	I sat and waited for about maybe two, two
	Q. Is	17	hours before he arrived. I got there. When he
	A. Okay. I figured it out. I was able to zoom	18	got there, he had myself and the Sergeant that
	in.	19	was at my home the night before works there. I
	Q. Okay. It's a pretty long document. I will	20	believe her last name is Williams. She
	just kind of scroll.	21 22	Q. You're right. It's Williams.
	A. Okay. Q. (Begins scrolling.)	23	A. Okay. Okay. So it was the doctor, myself and
د ے		24	Sergeant Williams, we went into his office. Sat down. And he said, well, you know why you are
24	Are you still following me?	<u>4</u>	down. And he said, well, you know why you are

13 (Pages 46 to 49)

	Page 50		Page 52			
1	here. And I said, yes. He said, they are saying	1	Q. Okay.			
2	that you failed your drug test. I said, I know	2	A. I didn't get an answer. I left a message.			
3	that's what they are saying.	3	Then I called my Sergeant to let him know what was			
4	So he said, well, you can do a reconfirmation	4	happening. But by that time, he had already known			
5	test. And he said there is it's showing that	5	what had happened because I			
6	the marijuana no. He's saying that, your drug	6 Q. Which Sergeant?				
7	test showed negative in your urine, but positive	7 A. Huh?				
8	in your hair. So I told him, I explained to him,	8 Q. Which Sergeant?				
9	I said, I don't know how that's possible because	9 A. It was Sergeant Jason Reid. He was Sergean				
10	I've never smoked marijuana.	10 at the time.				
11	I said, but I did bring all my medications.	11	Q. How does he spell Reid?			
12	And I did bring the hair oil that I just recently	12	A. R-e-i-d.			
13	started using in my hair. He said to me I	13	Q. Okay. So, you called Sergeant Reid?			
14	showed him the medication. I showed him the oil.	14	A. Yes. After I called the FOP, because I waited			
15	And he he pretty much he said that that	15	for the FOP to call me back because I left a			
16	that wouldn't effect anything.	16	message. But he already knew what happened,			
17	So at this point, I don't really know what to	17	because I wasn't they had to inform my Captain			
18	do because I believe this is on yeah, it was	18	and my Sergeant the night before because I didn't			
19	Thursday. So, I decided to go ahead and take the	19	show up to work. They took me off the street.			
20	other test. But Sergeant Williams who was sitting	20	So, I told I talked to him a little bit,			
21	to my left said to me that even if I take this	21	then I waited. I called the FOP back. Someone			
22	test and it comes back negative, which I believe	22	finally answered, and I told them that I needed			
23	that it would have, that it would not matter. It	23	representation. I needed something to be done			
24	would not dismiss the first test, and that I would	24	because it was not accurate. The test was not			
	Page 51		Page 53			
1		1				
1	still have to show up to Internal Affairs that	1	accurate.			
2 3	Tuesday to sign my 30 days with intent.	2 3	So, I was promised that someone would contact			
4	So I said, then why would I still take the test if I'm going to get fired anyway? You are	4	me back. And no one did. Even till this day, no one has yet to call me to back me up from the			
5	saying to me that it's not going to dismiss the	5	Union.			
6	first test, so what's the purpose of the second	6	So, I decided not to take the test there that			
7	test. And so she was like, well, you can call the	7	day. And she said because I had I believe she			
8	FOP. And you can sit here and you can figure it	8	said 14 days that I could take the test, the			
9	out and take your time and make a choice because I	9	reconfirmation test. It's a certain amount of			
10	only had from Thursday to Tuesday to make a	10	days you can go ahead and take it. But like I			
11	decision as to what I was going to do because I'm	11	said, I was they wanted me to report to			
12	about to lose my job over something that I know is	12	Internal Affairs that Tuesday to sign my paperwork			
13	not is not true.	13	for 30 days with intent. So, I really didn't have			
14	So, I called I left his well, once she	14	the time to think about it. Like, I had to figure			
15	left his office, he said to me the doctor,	15	out what I was going to do as far as my life with			
16	Dr. Hayes, he looked at me and said, this is BS.	16	this job.			
		17	So, I went home. And I just honestly, I			
17	He said, I am going to tell you the amount of		, , , , , , , , , , , , , , , , , , , ,			
18	marijuana that they are saying is in your hair was	18	just prayed prayed about it. And I just			
18 19	marijuana that they are saying is in your hair was like having twelve zeros .2 in your hair. So, he	18 19	just prayed prayed about it. And I just decided that next morning, which was Friday,			
18 19 20	marijuana that they are saying is in your hair was like having twelve zeros .2 in your hair. So, he didn't even believe that it was true.	18 19 20	just prayed prayed about it. And I just decided that next morning, which was Friday, instead of being fired, I decided that I was going			
18 19 20 21	marijuana that they are saying is in your hair was like having twelve zeros .2 in your hair. So, he didn't even believe that it was true. So anyway, so I waited excuse me. I left	18 19 20 21	just prayed prayed about it. And I just decided that next morning, which was Friday, instead of being fired, I decided that I was going to go and take another test, an independent test			
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18 19 20 21 22 23	marijuana that they are saying is in your hair was like having twelve zeros .2 in your hair. So, he didn't even believe that it was true. So anyway, so I waited excuse me. I left his office. I called the immediately called my Sergeant. I'm sorry, I called the FOP first. He	18 19 20 21 22 23	just prayed prayed about it. And I just decided that next morning, which was Friday, instead of being fired, I decided that I was going to go and take another test, an independent test through my doctor. And so, I went and got a referral. I went to			
18 19 20 21 22	marijuana that they are saying is in your hair was like having twelve zeros .2 in your hair. So, he didn't even believe that it was true. So anyway, so I waited excuse me. I left his office. I called the immediately called my	18 19 20 21 22	just prayed prayed about it. And I just decided that next morning, which was Friday, instead of being fired, I decided that I was going to go and take another test, an independent test through my doctor.			

14 (Pages 50 to 53)

	Page 54		Page 56			
1	listed as one of the tests that had to be taken,	1	when he came to my house. So, I don't know if			
2	so my doctor, they gave me a referral. I went to	2	her well, she does the drug testing at 19th and			
3	Lab Corp. And the technician there took a nice	3	Fairmount. So they are all, I guess, in the same			
4	chunk of my hair from the center. And I got the	4	unit. She just works at 19th and Fairmount where			
5	results back that next week that it was negative	5 officers have to go.				
6	in my hair and in my urine.	6 Q. Okay. What's the name of your you said yo				
7	Q. Okay. I am going to back up just a bit. So	7 went to your primary doctor for Lab Corp?				
8	when you	8 A. Yes.				
9	A. Okay.	9 Q. What's your primary doctor's name?				
10	Q. When you called the FOP and they answered,	10	A. His name is Dr. Gorti, G-o-r-t-i. He's no			
11 12	who do you know who you spoke with?	11 12	longer at that particular practice.			
13	A. No.	13	Q. Which practice is that?A. Juniata Family Practice.			
14	Q. Did you ever try calling the FOP since then?A. I called I called them six to seven times.	14	Q. Okay. And when you got the referrals from Lab			
15	Q. And of those six to seven times, how many	15	Corp, what did you what did you tell them?			
16	times did you actually speak with someone?	16	A. I just told them that I was there to have a			
17	A. Just the one. One time when they told me that	17	drug screening. That was it. I didn't tell them			
18	someone was going to call me back. And then, I	18	anything about my job or the situation that I was			
19	called after that about six, seven more times.	19	going through. I just wanted to have a drug test.			
20	Q. Is this all in the same day?	20	Q. Was that in person, or did you call the			
21	A. At that particular day, when I was at 19th and	21	practice?			
22	Fairmount, I called them approximately four times	22	A. I called my I called my doctor first thing			
23	that particular day because I was desperate.	23	that morning and told him that I needed a referral			
24	Q. You said that someone told you, you had 14	24	to have a drug test. I did tell him for my job,			
	Dama CC					
	Page 55		Page 57			
1		1				
1 2	days or so to do a reconfirmation test?	1 2	but I didn't get into details as to why.			
2	days or so to do a reconfirmation test? A. I believe it's 14 days. But yes, Sergeant	2	but I didn't get into details as to why. Q. And do you remember which Lab Corp location			
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15 (Pages 54 to 57)

	Page 58		Page 60		
1	A. Wearing it in a bun.	1	(At this time, Exhibit 3 was marked		
2	Q. The initial test on March 20, you had your	2	for identification.)		
3	crochet braids in. You said your hair was not	3	MS. ALLEN: Here is the Directive		
4	dyed?	4	6.5 loading and the results one.		
5	A. Right. My hair that he took was black or,	5 BY MS. ALLEN:			
6	like, a dark brown. Yeah.	6 Q. There are a few more documents, Ms. Kenne			
7	Q. The second test that you when you went to	7	Bear with me, please.		
8	Lab Corp, was your hair dyed?	8	A. Okay.		
9	A. No. Just my very ends. My roots were dark.	9	Q. Technology.		
10	Q. What color were your ends?	10	(Exhibit shared on screen.)		
11 12	A. Blonde.	11	BY MS. ALLEN:		
13	Q. Do you recall, like, the length of hair that was taken as a sample from Lab Corp?	12 13	Q. Can you see this document here?A. Yes.		
14	A. Wow. It was my hair was pretty long. It	14			
15	wasn't short hair. It was long. It was lengthy.	15	Q. Is this your signature at the bottom?A. Yes.		
16	I would say I don't know in inches, but it was	16	Q. Was this another document this is one		
17	pretty long.	17	that's ordering you to go to EMS the following		
18	Q. Would you say it was longer or more of a	18	day?		
19	sample or less of a sample than taken by the	19	A. Yes.		
20	Department?	20	Q. Was it something else that you went over with		
21	A. It was way more than the sample that the	21	Lieutenant Kay?		
22	Department took. Like, my hair is actually	22	A. Yes.		
23	shoulder length. So, it was about that long. It	23	Q. And the date at the top, can you see that as		
24	was that long.	24	March 26		
	Page 59		Page 61		
			S		
1	Q. Okay. Hold on.	1	A. Yes.		
2	(Documents shared on screen.)	2	A. Yes. Q 2019? Okay.		
2	(Documents shared on screen.) BY MS. ALLEN:	2 3	A. Yes.Q 2019? Okay.And this is all the same day that Lieutenant		
2 3 4	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for	2 3 4	A. Yes.Q 2019? Okay.And this is all the same day that LieutenantKay well, is this all the same day that		
2 3 4 5	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification.	2 3 4 5	A. Yes.Q 2019? Okay.And this is all the same day that LieutenantKay well, is this all the same day thatLieutenant Kay was at your house?		
2 3 4 5 6	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification. Can you see this document here?	2 3 4 5 6	 A. Yes. Q 2019? Okay. And this is all the same day that Lieutenant Kay well, is this all the same day that Lieutenant Kay was at your house? A. Yes. 		
2 3 4 5 6 7	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification. Can you see this document here? A. Yes.	2 3 4 5 6 7	 A. Yes. Q 2019? Okay. And this is all the same day that Lieutenant Kay well, is this all the same day that Lieutenant Kay was at your house? A. Yes. Q. Okay. And I have one last one. 		
2 3 4 5 6 7 8	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification. Can you see this document here? A. Yes. Q. Is this your signature at the bottom?	2 3 4 5 6 7 8	 A. Yes. Q 2019? Okay. And this is all the same day that Lieutenant Kay well, is this all the same day that Lieutenant Kay was at your house? A. Yes. Q. Okay. And I have one last one. A. Okay. 		
2 3 4 5 6 7 8 9	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification. Can you see this document here? A. Yes. Q. Is this your signature at the bottom? A. Yes.	2 3 4 5 6 7 8 9	 A. Yes. Q 2019? Okay. And this is all the same day that Lieutenant Kay well, is this all the same day that Lieutenant Kay was at your house? A. Yes. Q. Okay. And I have one last one. A. Okay. (Exhibit shared on screen.) 		
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification. Can you see this document here? A. Yes. Q. Is this your signature at the bottom? A. Yes. Q. Do you recall do you remember signing this document regarding your positive hair test? A. Yes. Q. And the date is March 26, 2019. Is that right to you? A. Yes. Q. And this talks about the directive that was provided? A. Yes. Q. And the directive, that gives you ten days for a retest?	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	A. Yes. Q 2019? Okay. And this is all the same day that Lieutenant Kay well, is this all the same day that Lieutenant Kay was at your house? A. Yes. Q. Okay. And I have one last one. A. Okay. (Exhibit shared on screen.) BY MS. ALLEN: Q. Do you is this your signature? A. Yes. Q. I notice the date on this one is March 27. Can you see that? A. Yes. Q. Do you recall who scheduled this interview for Internal Affairs? A. No, I don't recall. Q. I see Sergeant Williams' signature at the bottom, but I am just not sure if this all		
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	(Documents shared on screen.) BY MS. ALLEN: Q. I am just showing you these documents just for identification. Can you see this document here? A. Yes. Q. Is this your signature at the bottom? A. Yes. Q. Do you recall do you remember signing this document regarding your positive hair test? A. Yes. Q. And the date is March 26, 2019. Is that right to you? A. Yes. Q. And this talks about the directive that was provided? A. Yes. Q. And the directive, that gives you ten days for a retest? A. Okay. Yes, ten. Yes. Q. All right.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	A. Yes. Q 2019? Okay. And this is all the same day that Lieutenant Kay well, is this all the same day that Lieutenant Kay was at your house? A. Yes. Q. Okay. And I have one last one. A. Okay. (Exhibit shared on screen.) BY MS. ALLEN: Q. Do you is this your signature? A. Yes. Q. I notice the date on this one is March 27. Can you see that? A. Yes. Q. Do you recall who scheduled this interview for Internal Affairs? A. No, I don't recall. Q. I see Sergeant Williams' signature at the bottom, but I am just not sure if this all happened the day that they were at your house or the following day?		

16 (Pages 58 to 61)

		T			
	Page 62		Page 64		
1	Q. Okay. So, this is Tuesday, April 2, 2019 was	1	of being fired, I decided to go down and just		
2	your appointment with Internal Affairs?	2	resign.		
3	A. Yes.	3	Q. Before you resigned, did you speak with anyone		
4	Q. Did she explain to you in any more detail than	4	about your pension and whether or not you would be		
5	what you just gave me about what the interview	5 able to keep it if you had not resigned?			
6	would have entailed?	6	A. If I had I called no. I didn't speak to		
7	A. No, she didn't. Just said it was I had go	7	anyone about as far as, like, my pension was		
8	to go I had to report there that Tuesday to	8 concerned. I just knew that if I had gotten			
9	sign my 30 days of intent. And that my second	9 fired, I would have lost my pension.			
10	test would not matter.	10	Q. I know I asked this already, but am I right		
11	Q. Okay.	11	that up until this point, you still have not		
12	MS. ALLEN: Angela, the report to	12	spoken to anyone at the FOP, like, up until this		
13	EMS will be Exhibit 4 and then the IA	13	point in time when you resigned?		
14	Exhibit will be 5. I uploaded them all to	14	A. No. No one had returned my call.		
15	Chat.	15	Q. Once you received the Lab Corp results, did		
16	David, are you okay with this?	16	you ever contact the Police Department?		
17	Were you able to see?	17	A. No.		
18	MR. BERLIN: Yeah. I'm able to get	18	Q. Why not?		
19	everything.	19	A. Because I had already I had already left		
20	MS. ALLEN: Just making sure.	20	the Department at the time. I was able to retire		
21	(At this time, Exhibit 4 and	21	that same I was able to leave the job that same		
22	Exhibit 5 were marked for identification.)	22	day. When I called, you know, while I was on my		
23	BY MS. ALLEN:	23	way to Lab Corp, I called personnel and told them		
24	Q. All right. So after you were with after	24	what I wanted to do. And they told me I could do		
	Page 63		Page 65		
1		,			
1	you went to 19th and Fairmount and met with	1	it that day. So, that's what I did.		
2	Dr. Hayes, when did you I'm sorry, I just want	2	Q. When you learned that your results were		
3	to be clear. When did you call your doctor?	3	negative, did you reach back out to the FOP to try		
4	when did you can your doctor?				
		4	to see what your options were?		
5	A. I called my doctor that Friday morning because	5	A. No, because I didn't think I had any options		
6	A. I called my doctor that Friday morning because the okay. So, we talking Wednesday, Thursday,	5 6	A. No, because I didn't think I had any options after that as far as, like, getting my job back.		
6 7	A. I called my doctor that Friday morning because the okay. So, we talking Wednesday, Thursday, Friday. So that Friday morning, I called my	5 6 7	A. No, because I didn't think I had any options after that as far as, like, getting my job back. And they had not reached out to me. You know, I		
6 7 8	A. I called my doctor that Friday morning because the okay. So, we talking Wednesday, Thursday, Friday. So that Friday morning, I called my doctor as soon as they opened and told them that I	5 6 7 8	A. No, because I didn't think I had any options after that as far as, like, getting my job back. And they had not reached out to me. You know, I had been leaving a few messages and trying to get		
6 7 8 9	A. I called my doctor that Friday morning because the okay. So, we talking Wednesday, Thursday, Friday. So that Friday morning, I called my doctor as soon as they opened and told them that I needed a referral.	5 6 7 8 9	A. No, because I didn't think I had any options after that as far as, like, getting my job back. And they had not reached out to me. You know, I had been leaving a few messages and trying to get them to at least call me back. And no one did.		
6 7 8 9 10	A. I called my doctor that Friday morning because the okay. So, we talking Wednesday, Thursday, Friday. So that Friday morning, I called my doctor as soon as they opened and told them that I needed a referral. Q. And did you go immediately to Lab Corp after	5 6 7 8 9	A. No, because I didn't think I had any options after that as far as, like, getting my job back. And they had not reached out to me. You know, I had been leaving a few messages and trying to get them to at least call me back. And no one did. So, I didn't think they were going to back me		
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17 (Pages 62 to 65)

	Page 66		Page 68			
1	know, like, personally told me that they tested	1	to Lab Corp. And I yeah. I let him know I			
2	negative I mean, positive.	2	went and took another test. And I did inform him			
3	Q. And I wanted to clarify that question, so I	3	that I had resigned that same day.			
4	will ask it again.	4	Q. When you told Captain Ransom of your negative			
5	Do you personally know of anyone whose hair	5	Lab Corp results, did he give you any guidance or			
6	test was positive for marijuana?	6	did he say anything?			
7	A. No.	7 A. No. When I talked to him the day that I too				
8	Q. And I know you alluded to this earlier, but I	8	the test because I didn't have the results back			
9	am just going to ask.	9 at that time. I didn't get the results till the				
10	Do you smoke?	10	following week. But when I talked to him that			
11	A. No, I don't.	11	particular day and told him that I went and took			
12	Q. Not even no cigarettes? Nothing?	12	another test because he called me, left a			
13	A. No cigarettes, nothing. Never.	13	message.			
14	Q. Do you drink?	14	So once I finished everything with the testing			
15	A. Occasionally.	15	and I went and went to 8th and Race and			
16	Q. Now, we talked about the hair oil that you	16	resigned, I got home and I returned his call. And			
17	were using. And you say you were using that hair	17	I said to him that, you know, that what I had			
18	oil for how long prior to that test on March 20?	18	done that day, that I had resigned. He told me			
19	A. It had to be a week and a half to two.	19	that was a good move. And he asked me and this			
20	Q. Before using that hair oil, were you using any	20	is another reason why I didn't take it any further			
21	other products that you think may have had CBD or	21	with the Police Department. Because what my			
22	hemp?	22	Captain said to me that day was that it was a good			
23	A. No. Oh, I'm sorry. I use a cactus oil. I	23	move that I had resigned because he knew I was			
24	don't know if that has hemp or the other thing	24	what Tuesday was going to come for me.			
	Page 67		Page 69			
1	that you said.	1	He says to me, well, do you want me to have			
1 2	that you said. Q. You said cactus oil as in, like, the plant?	2	He says to me, well, do you want me to have someone bring your belongings to you to your home?			
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18 (Pages 66 to 69)

	Page 70		Page 72			
1	those three days, my locker was cleaned out before	1	I can't remember the exact date. But it was			
2	I even signed any paperwork.	2	within that time frame.			
3	Q. Do you know who cleaned your locker? Did he	3	Q. So between November is that 2018?			
4	ever tell you?	4	A. 2018.			
5	A. I called and I asked because I'm, like, who	5	Q. To January 2019 you had a PBI Hearing for			
6	cleaned my locker out.	6 the is that the sexual comment?				
7	My Sergeant was Jason Reid at the time. He	7 A. Yes.				
8	tried to find out. And then I called. And I was	8	Q. Okay. Do you remember who was on the PBI			
9	told by my Sergeant, excuse me, that Captain	9	panel?			
10	Ransom and Lieutenant I don't know why these	10	A. No. No.			
11	names are slipping me Lieutenant "Biz". I	11	Q. Do you remember who was present?			
12	don't know his because that's what we called	12	A. The lieutenant that represented me is			
13	him. We called him Lieutenant Biz. I don't know	13	Lieutenant McVech.			
14	his full last name, but we called him Lieutenant	14 15	Q. Okay.			
15 16	Biz. But he was the administrative lieutenant at	16	A. He represented me. And then the three			
17	the time that was supposedly had been him and the	17	officers, they had a lawyer. I don't know I			
18	Captain who cleaned out my locker. Q. Are you saying Biz, like, B-i-z-z?	18	think she was from the FOP. She represented them from the Union.			
19	A. B-i-z.	19	Q. Uh-huh.			
20	Q. Okay. Thank you.	20	A. I can't remember her name.			
21	A. Uh-huh. And that was told to me by Sergeant	21	Q. Okay. Who were the like, who were those			
22	Reid. He was able to, you know, find out, you	22	officers?			
23	know, who supposedly cleaned out my locker.	23	A. Officer Straus, that's S-t-r-a-u-s; Officer			
24	Q. Do you think that the positive hair test	24	Mauer, M-a-u-e-r; and Officer Straus, Mauer and			
	Q. 20 you time time too posterio time too		714401, 71 a a c 1, and 311101 — Status, 714401 and			
	Page 71		Page 73			
			5			
1	results were in retaliation for any of the	1	can't remember his name. I don't know why his			
2	discriminatory, like, acts or complaints you	2	can't remember his name. I don't know why his name is slipping my mind. He's a very new officer			
2 3	discriminatory, like, acts or complaints you talked about earlier?	2	can't remember his name. I don't know why his name is slipping my mind. He's a very new officer in our District.			
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19 (Pages 70 to 73)

	Page 74		Page 76			
1	Department Mass Choir. I started a choir in the	1	do with retaliation. Like I said, my character, I			
2	Department to to help the officers and boost	2	have heard so many rumors and stories about why I			
3	the morale. We had a debut concert. It was on	3	left the Department. And you know, the first			
4	the news. The Commissioner was there.	4	thing they want to say is, oh, isn't she a			
5	Commissioner Ross was there.	5 Christian and she's saved. Doesn't she have th				
6	It was a big deal. Like, I had an outlet for	6 choir? It's just a bad thing for me.				
7	other officers, you know, to do. I'm very very	7 And it's I just didn't know as far as				
8	spiritual. I'm a minister. And so, it really	8	financially how I was going to make it. Because			
9	emotionally because it was so unexpected, it	9	like I said, it just came ut of nowhere are.			
10	disrupted my life for several months.	10	There was no warning. This was it for you, and			
11	I was very emotional. I was back on my high	11	that was it. I didn't have time to plan.			
12	blood pressure medication because I had no idea	12	I had another I wasn't planning on retiring			
13	what I was going to do from that moment on. I	13	until I was 60. I wanted to go into the DROP			
14	didn't know how I was going to clear my name.	14	Program. I was in my seventeenth year when I			
15	Because I know never once in my life have I ever	15	left. And so, I was going to do my get to my			
16	smoked marijuana. So, I don't I couldn't	16	twenty and do another four years. And I planned			
17	understand how that test came back positive. It	17	to have been done by the time I was 60 years old.			
18	wasn't in my urine, but it was in my hair.	18	And I was that was all taken away from me. No			
19	You know, I was I felt as though I was	19	opportunity to do any of that because of, I am			
20	being I was fairly untreated[sic]. Because I	20	going to say, a false reading of my hair. Like,			
21	know everyone knows just from watching the	21	not in my body, but it was my hair.			
22	news, regardless not even being within the Police	22	Like so, yes. I was I feel as though it			
23	Department, I know that there are officers that	23	was I just, you know, I cried a lot, talked to			
24	have done and supervisors from the Third Floor	24	my pastor because of my emotional state because I			
	nave done and supervisors from the Time Time		my pustor because or my emotional state because i			
	Page 75		Page 77			
1		1				
1 2	down to Patrol, that there are plenty of officers	1 2	didn't know what I was going to do. You know, I			
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20 (Pages 74 to 77)

	Page 78		Page 80			
1	Q. And where do you worship?	1	quick because I want to make sure I covered			
2	A. I worship at the New Gethsemane Baptist	2	everything.			
3	Church. And that's 2301 Wharton Street. I am	3	BY MS. ALLEN:			
4	also a minister there.	4	Q. In your interrogatories, you also mentioned			
5	Q. You mentioned not knowing what you would do	5	that you were reprimanded for abusing sick time?			
6	financially.	6 A. Yes.				
7	Are you currently employed?	7	Q. When was the do you recall if you have any			
8	A. Yes. I picked up a part-time job. I work two	8	documentation for that?			
9	days a week.	9	A. I would have to look for it because I had to			
10	Q. Where?	10	fight that, as well, to prove that I wasn't			
11	A. For Allied Universal at Manor College.	11	abusing sick time and that I never abused my sick			
12	Q. Do you have any other means of income?	12	time. So, I had to prove that that wasn't			
13	A. Well, my pension. I get a monthly pension.	13	accurate, as well. That was the first incident.			
14	Q. I know you mentioned going to Employee	14	So, FOP did wind up helping me to clear that			
15	Assistance back in 2018 when you first made your	15	up.			
16	complaint against the officers.	16	Q. Do you remember who from the FOP helped you?			
17	Were you able to go to Employee Assistance	17	A. No. I can't remember his name.			
18	between those three/four days after receiving your	18	Q. And when you said you had to fight that, was			
19	positive results?	19	that an arbitration or how did that happen? Or			
20	A. No.	20	what was that process?			
21	Q. Are you still seeking counseling through your	21 22	A. Well, what happened was, I came to work one			
22 23	pastor? A. No.	23	evening. And I another officer approached, I walked in the door and said to me. I heard you			
24		24	are leaving. I said, well, where I am going? He			
24	Q. Okay. Is there anything else that you want to	24	are leaving. I said, wen, where I am going? The			
	Page 79		Page 81			
1	share that we have not covered?	1	said, well, I heard you are going back to One			
2	A. No. I pretty much said it all.	2	Squad. I said, no, I'm not.			
3	Q. I am just going to review really quickly and	3	So, I went to one of the supervisors Sergeants			
4	make sure that I have okay. Just wanted to	4	that night and asked them what why was I being			
5	make sure I showed you all the docs that I planned	5	taken out of my you know, my squad. And he			
6	to mark as an exhibit.	6	said that he didn't hear about it either. So, he			
7	A. Okay.	7	had to do some research and found out that I was			
8	MS. ALLEN: Angela, were you able	8	being moved to back to shift work. And I said,			
9	to access all five docs?	9	well I asked him why because that was			
10	THE STENOGRAPHER: Yes.	10	unexpected, as well. He said, I was on a memo			
11	MR. BERLIN: Tiffany, while you are	11	with two other male officers that were being			
12	doing that, is it okay if me and my client	12	disciplined. And the three of us were being			
13	go off the record and come back in, like,	13	moved.			
14	three minutes.	14	So after my shift, I got off at seven that			
15 16	MS. ALLEN: Okay.	15 16	morning, the next morning. I waited for Captain			
16 17	MR. BERLIN: One sec.	17	Ransom to come in because I didn't understand why			
т/		18	I was being moved. And I went to his office. And I talked to him about it. I asked him I heard			
1 Ω	(At this time Council and his	1 70				
18 19	(At this time, Counsel and his	10	I was leaving And I wanted to know why He			
19	client entered a Zoom Breakout Room for a	19	I was leaving. And I wanted to know why. He			
19 20	client entered a Zoom Breakout Room for a private discussion.)	20	said, because you are abusing your sick time. I			
19 20 21	client entered a Zoom Breakout Room for a private discussion.)	20 21	said, because you are abusing your sick time. I said, I'm not abusing my sick time. If I called			
19 20 21 22	client entered a Zoom Breakout Room for a private discussion.) MR. BERLIN: Well, Tiffany, I think	20 21 22	said, because you are abusing your sick time. I said, I'm not abusing my sick time. If I called out, I would always have a note.			
19 20 21	client entered a Zoom Breakout Room for a private discussion.) MR. BERLIN: Well, Tiffany, I think you are still up if you have anything more.	20 21	said, because you are abusing your sick time. I said, I'm not abusing my sick time. If I called			
19 20 21 22 23	client entered a Zoom Breakout Room for a private discussion.) MR. BERLIN: Well, Tiffany, I think	20 21 22 23	said, because you are abusing your sick time. I said, I'm not abusing my sick time. If I called out, I would always have a note. And from so he said, well, I said last I			

21 (Pages 78 to 81)

work is not going to it doesn't work for me. 2 That's why I put in to move to the "last out" 2 Squad? You didn't have to go there? 3 A. No. 2 Squad? You didn't have to go there? 4 A. No. 2 Squad? You didn't have to go there? 4 A. No. 4 A. Okay. 5 A. No. 4 A. Okay. 5 A. No. 5 A			1			
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22 (Pages 82 to 85)

	Page 86		Page 88		
1		1			
1 2	A. Yes.	1 2	your hair with, what was that that you saturated		
3	Q. Okay. And then, I just wanted to clarify something else.	3	your hair with? A. It was the Wild Growth in the yellow bottle.		
4	The issue about the retest, you didn't I	4	Q. Okay. Now the cactus oil, how often did you		
5	know you didn't do that, right?	5	put that in your hair?		
6	A. Right.	6 A. That one, I used that one for a few years,			
7	Q. You didn't do the retest with the City. Was	7 like, every other day.			
8	that because if you had done the retest first	8	Q. Sorry?		
9	of all, someone at the City, I think it was	9	A. It's a heavy oil. So, I would only use it		
10	Sergeant Williams said to you, it was irrelevant.	10	maybe every other day or once or twice a week.		
11	Was that right?	11	Q. Were you using it once or twice a week at the		
12	A. That's right.	12	time that you had the test for this case?		
13	Q. But also if you had done the retest, the time	13	A. Yes. Now that particular oil I would, like,		
14	it would have taken for the retest to come back	14	put in my actual hair. Like I said, I wasn't		
15	with the results would have been longer than the	15	doing that frequent once I switched to the yellow,		
16	decision time you had to decide if you were going	16	to the Wild Growth.		
17	to resign or be terminated; is that right?	17	The Wild Growth I used that night of the		
18	A. That's correct.	18	testing was saturated in the back of my hair.		
19	Q. Just one second.	19	Q. Okay. But the cactus oil, had the hair on		
20	One other thing. You mentioned that Dr. Hayes	20	your head at the time of the test ever been		
21	told you I am paraphrasing.	21	touched by that cactus oil?		
22	He said something like your results were BS or	22	A. Yes.		
23	something like that?	23 24	Q. And how soon before the test had you used it		
24	A. Yes.	24	on the hair that was on your head?		
	Page 87				
	rage of		Page 89		
1	Q. Did he have, like, the results back at that	1	A. Maybe just a few days. Because it's not the		
1 2	Q. Did he have, like, the results back at that time? When did he tell you that?	2	A. Maybe just a few days. Because it's not the type of oil you use every day because it's so		
2 3	Q. Did he have, like, the results back at that time? When did he tell you that?A. He had the same results that they brought to	2 3	A. Maybe just a few days. Because it's not the type of oil you use every day because it's so thick.		
2 3 4	Q. Did he have, like, the results back at that time? When did he tell you that?A. He had the same results that they brought to my home the night before.	2 3 4	A. Maybe just a few days. Because it's not the type of oil you use every day because it's so thick.Q. Okay. One second.		
2 3 4 5	Q. Did he have, like, the results back at that time? When did he tell you that?A. He had the same results that they brought to my home the night before.Q. I see. Okay. And why were you meeting with	2 3 4 5	A. Maybe just a few days. Because it's not the type of oil you use every day because it's so thick.Q. Okay. One second.Did you tell Dr. Hayes that you had used any		
2 3 4 5 6	Q. Did he have, like, the results back at that time? When did he tell you that?A. He had the same results that they brought to my home the night before.Q. I see. Okay. And why were you meeting with him after the results had come out?	2 3 4 5 6	A. Maybe just a few days. Because it's not the type of oil you use every day because it's so thick.Q. Okay. One second.Did you tell Dr. Hayes that you had used any products in your hair?		
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23 (Pages 86 to 89)

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1	you were using?	CERTIFICATION
2	A. Yes, ma'am. Let me grab it.	
3	(Witness goes to get the oil.)	I, hereby certify that the proceedings
4	Jamaican Mango and Lime Cactus Oil.	and evidence noted are contained fully and
5	Q. Okay. Do you know the oh, it says Jamaican	accurately in the stenographic notes taken by me
6	at the top for the maker?	in the foregoing matter, and that this is a
7	A. Yes.	correct transcript of the same.
8	Q. And is that the one that you always use?	
9	A. Yes. This is one I was using on a regular	
10	basis.	
11	Q. Okay. And just one more clarity question.	ANGELA M. KING, RPR,
12	We saw the memo that you signed about the	Court Reporter, Notary Public
13	reconfirmation test that told you or directed you,	1,,
14	you had ten days.	(The foregoing certification
15	A. Yes.	of this transcript does not
16	Q. Did you ever ask for clarity about the ten-day	apply to any reproduction of
17	window in relation to your appointment with	the same by any means, unless
18	Internal Affairs?	under the direct control
19	A. Well, I definitely understood that I had that	and/or supervision of the
20	amount of time to do a reconfirmation test, but I	certifying reporter.)
21	wanted to do it immediately. That's why I went	
22	the very next you know, I wanted to have it	
23	done immediately.	
24	But once I was told that it didn't matter if I	
	Page 91	
1	took it or not, you know, the results coming back	
2	negative or positive, it was still not going to	
3	dismiss. The original thing was that I was going	
4	to have to sign 30 days with intent. So, I didn't	
5	have too many good options.	
6	Q. When you do you know what happens when you	
7	say a 30 days with intent?	
8	A. Yes. After those 30 days, I'm going to be	
9	fired. That's going to be it.	
10	That's what I understood.	
11	Q. Okay. So, does that mean that within those 30	
12	days, you would still be technically employed by	
13	the Department?	
14	A. Yes.	
15	Q. All right.	
16	MS. ALLEN: That's all I have.	
17	MR. BERLIN: All right. That's all	
18	I have, so that's it.	
19	MS. ALLEN: Yes, thank you.	
20	THE WITNESS: Okay. Thank you.	
21	MS. ALLEN: Have a good day.	
22	(At this time, the deposition	
23	concluded at 12:02 p.m.)	
24		

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